



ANTI-BULLYING POLICY

Note: This policy applies to all sections of the School including EYFS

1. Introduction

- 1.1 All forms of bullying are wrong and are not tolerated at Thorpe House School where, in the context of an all-boys school, we define 'bullying' as any deliberate behaviour of a systematic nature that results in another boy experiencing physical or mental hurt or stress. This includes 'cyber-bullying' via social media. It can be very much a matter of perception, in the eyes of the 'victim' and in those of the 'perpetrator', particularly where one of the protagonists may be seen to be in a dominant role – some pupils are more resilient than others and this is where issues can arise.

2. Aims and Objectives

- 2.1 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. We want to promote the ethos that we are a *'Telling School'* where bullying is not tolerated and is dealt with promptly and effectively.
- 2.2 We therefore do all we can to prevent bullying, by developing a School ethos in which bullying is regarded as unacceptable. All members of staff, both teaching and ancillary, and all pupils are made aware that bullying is something that will not be tolerated at Thorpe House School. Pupils are encouraged to *'speak out'* and tell members of staff if they either experience or witness behaviour that could be considered as either physically or emotionally hurtful.

3. The Headmaster

- 3.1 It is the responsibility of the Headmaster to implement the School anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the School policy and know how to deal with incidents of bullying. The Headmaster reports regularly to the governing body about the effectiveness of the anti-bullying policy.
- 3.2 The Headmaster sets the school climate of mutual support and praise for success, so making bullying less likely. When pupils feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

4. Staff

- 4.1 All members of the academic staff are responsible for the enforcement of School rules and the implementation of the anti-bullying policy with regard to the pupils. They have a responsibility to deal properly, promptly and effectively with all incidents of bullying, following the agreed policy set out in Section 6. If a teacher witnesses an act of bullying, they must do all they can to support the pupil who is being bullied, and take action to prevent further incidents from taking place. They should make a contemporaneous written note of the incident and pass this to the Form Tutor(s) of the pupil(s) involved. It is the responsibility of all staff not to tolerate any behaviour they consider may amount to bullying.

- 4.2 Form and class teachers support all pupils in their classes with the aim of establishing a climate of trust and respect for all. By praising, rewarding, celebrating the success of all pupils and modelling desired behaviours, we aim to prevent incidents of bullying. Through cross-curricular teaching in subject areas such as drama, English, history, RS and ICT this climate is reinforced.
- 4.3 All members of staff, be they academic or ancillary staff, should set a proper example of respect, kindness, courtesy and good manners, not just towards the pupils but in all their relationships at school. Appropriate training is provided in fostering such behaviour. This training also includes appropriate action to take, to reduce the risk of bullying and to identify situations in which it is most likely to occur.

5. Pupils

- 5.1 Pupils are encouraged to understand sound moral and British values and principles of:
- the rights of individuals;
 - tolerance and respect of individual differences;
 - social responsibility and what is socially acceptable;
 - appropriate reporting of rule breaking i.e. when it is not wrong to report incidents, and the difference between good and bad secrets;

These values and principles are taught and reinforced via form time, assemblies, the PSHE and RS curriculum and by the actions and example set by the adults working in the School.

- 5.3 Pupils are made fully aware of how seriously the School regards incidents of bullying and how to use the complaints procedure if they are either subject to bullying or witness it. They are also made aware of the sanctions that will be imposed as laid out in our Behaviour, Discipline and Sanctions policy in cases of bullying.

6 Allegations of bullying

- 6.1 Pupils should always report what they believe to be bullying to an adult at the earliest opportunity. They should never keep quiet about the incident because of fear that they might make things worse. In the first instance they should report the incident to their Form Tutor, but the Head of Pre-Prep, Prep or Senior School, the Designated Safeguarding Person, Matron or the Office staff will always listen to boys who want to draw incidents to their attention.
- 6.2 The Form Tutor will investigate as soon as practicable by speaking to the pupils involved in an attempt to ascertain the facts and details, as well as taking a statement from any member of staff who witnessed the incident. They should make an immediate written note of the incident and pass this to the relevant Head of Section of the pupils involved.
- 6.3 If the Head of Section is satisfied that there are reasonable grounds for concern, he or she will make further investigation and action, which may involve further interviews with those involved, Where it is established to the reasonable satisfaction of the Head of Section that there has been bullying, appropriate action will be taken in respect of the perpetrator. This may include mediation, punishment or in an extreme case, exclusion from the School. The parents of each of the pupils involved will be notified in writing accordingly.

- 6.4 If the parents of any pupil involved in the incident are dissatisfied with the outcome of the Head of Section's investigation and decision, they may ask the Headmaster to review the matter by submitting a written request to this effect within [5] working days of receiving written notification of the original decision. The Headmaster will acknowledge the request within 2 working days and then take such action as he deems appropriate to investigate the matter before reporting back to the parents concerned within a further [5] working days.
- 6.5 If a case of repeated bullying or particularly violent behaviour arises, the perpetrator's parents will be invited into the School by the Headmaster to discuss their son's future at the School. The parents of the pupil(s) being bullied will also be informed. In more extreme cases, for example where these initial discussions have proven ineffective, the Headmaster may involve external support agencies such as educational psychologists.
- 6.5 'Victims' of bullying will be assured of patient and sympathetic listening and be given full support so they can be confident to continue with life at Thorpe House.
- 6.6 'Bullies' will be counselled as to their motives and given the support they need to understand the impact their behaviour has had on the individual or individuals they have bullied.

7. Parents

7.1 Parents should:

- be clear of what the School anti-bullying policy is;
- give clear and specific support towards this policy and actively encourage their son to be a positive member of the School;
- report to their son's Form Tutor any incident they feel may be consistent with the School's definition of bullying, being aware that their own son might be involved in bullying someone as well as being bullied;
- be reassured that their concerns will be dealt with in a sympathetic and sensitive manner.
- allow the School time to carry out a full investigation before taking action to resolve an incident and in particular to have discretion as to whether to identify the alleged victim in the course of their investigations;
- avoid becoming personally involved unless and until they are dissatisfied with the School's actions in response to the incident.

7.2 Parents are required to fill in the tear off slip in the 'New Boy Papers' that accompanies this policy and return it to school to say that they endorse the policy.

8. The role of governors

8.1 The governing body fully supports the Headmaster in all attempts to prevent and eliminate bullying at Thorpe House. This policy statement makes it very clear that the governing body does not tolerate bullying in our School, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

- 8.2 The governors require the Headmaster to ensure that accurate records of all incidents of bullying are maintained and reported to the governors at each termly Board meeting such that the governing body may be reassured about the effectiveness of School anti-bullying strategies.
- 8.3 The governing body will endeavour to respond within ten working days to any request from a parent who is dissatisfied with the outcome of any investigation by the Headmaster into an incident of bullying. In all cases, the governing body will request the Headmaster to review his investigation into the case and to report back to the Chairman of Governors (or any other governor designated for the purpose) within a further 5 working days.
- 8.4 Requests to the governing body in this respect should be in made writing and addressed to the Chairman of Governors care of Mrs Nikki Davidson as Clerk to the Governors.

9. Monitoring and review

- 9.1 This implementation of this policy is monitored by the Headmaster.
- 9.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness regularly. The Headmaster reports all serious incidents of bullying to the governors within his termly report to the Governors' meeting.

Reviewed December 2018

Review date: December 2019

Signed: _____Headmaster

Signed: _____Chairman of Governors